**Domain II - Instructional Leadership**

***Competency 004* - The principal knows how to facilitate the design and implementation of curricula and strategic plans that enhance teaching and learning; ensure alignment of curriculum, instruction, resources, and assessment; and promote the use of varied assessments to measure student performance.**

At the beginning of my internship I was tasked with the design of a scope and sequence for a new course for the Junior High. We were authorized by TEA to offer 8th grade students the Principals of Information Technology (PIT) course. This is a first tier course in the Career Technology Education (CTE) strands that prepare students for HS. I made the initial textbook selection, designed a local scope and sequence and created units of study appropriate for the junior high level. I have created an assured experience for students by following the TEKS required for the PIT course. I have spent many hours creating and revising units to accommodate various learning styles and needs.

I have also participated and/or sponsored several extra-curricular activities. I am an advisor/sponsor for the local chapter of the National Junior Honor Society. I meet with students and help plan and facilitate community support activities. I have also coached three different Junior High UIL teams who have had individual and team winners. The UIL experience has helped my students to appreciate competitive group participation.

My action research for the program was focused on using e-portfolios as an alternative form of assessment. My research, although inconclusive, did bring the topic forward for discussion and future investigation. I am currently using the philosophy in my classroom to have artifacts to use for demonstration and teaching purposes. The action research resulted in approximately 20 hours of time spent investigating the concept.

At this time I feel more than proficient to lead a campus in curricula and assessment design that will support student learning.

***Competency 005* - The principal knows how to advocate, nurture, and sustain an instructional program and a campus culture that are conducive to student learning and staff professional growth.**

As an educator in a public school I consistently plan and direct teaching in my classroom that supports differentiation. I have constructed learning units that emphasize new skills while building on old skills. I effectively use both formative and summative assessment practices successfully as evidenced by my yearly observations. I have a 50 minute planning time every day and use some part of that to prepare for my classes. Over the course of my internship this would be equivalent to 80-90 hours devoted to planning.

It is inherent in my role as a technology teacher to assure that technology is not only used but effectively integrated. I have identified the need to offer more on-site training for the staff to learn how to integrate technology applications and equipment.

One area I feel I am still not proficient in would be in scheduling. I have observed and participated in the process of class selections by students. However, I don’t feel I have the skill at this time to actually design a schedule based on staffing and student requirements. I will be including this as a long-term goal to learn more about our current system and be prepared to offer changes and revisions.

***Competency 006* - The principal knows how to implement a staff evaluation and development system to improve the performance of all staff members, select and implement appropriate models for supervision and staff development, and apply the legal requirements for personal management.**

I am very interested in professional development and the impact of provided learning for staff that will affect students. I have been able to plan and direct several PD events for the campus or district. These were successful and I am respected for the knowledge and ability to present effective professional development. One opportunity was to present a PD on using the district supported web page. I collaborated with another colleague to create a workshop that presented the basics of creating an effective classroom web page.

I also provide daily support to the staff on issues related to technology. I assist in the access issues and help teachers with ideas and suggestions on ways to effectively integrate technology. I spend a small part of each school week collaborating with the campus instructional technologist on needs and in anticipation of technology support.

One area that I still have questions about is in the area of staff observations. I have completed the 60 hour Texas Instructional Leadership Development course where I learned about the various expectations and requirements that the school leaders must do as part of yearly observations. I will also include in my goals to complete the state course on the Professional Development and Appraisal System (PDAS). This will give me additional knowledge and practice in the area of staff evaluations that will begin to use in the future.

***Competency 007* - The principal knows how to apply organizational, decision-making, and problem solving skills to ensure an effective learning environment.**

This is one competency I feel I am minimally proficient in. I think that proficiency in this competency will come with experience. I think my strong communication skills and ability to hear both sides of a situation will help with decision-making and the ability to problem solve issues. During my internship I have had the opportunity to observe the administrators handle discipline issues with students and seen their approach to consensus building with the staff. I feel I also have good organizational skills to begin the process affecting changes that will impact positive learning environments.

I demonstrate on a daily basis my ability to manage a well organized classroom that encourages effective learning. In the yearly summative assessment I have continually been ranked with exceeds expectations. I have also worked the campus administrators to make changes and improvement to several campus management processes.

This school year we have been introduced to the new accountability system for Texas Schools. As I move into the role of a campus leader my goal is to better understand the accountability assessment and recognize how to facilitate change to improve accountability. This will accomplished by experience.